

Republic of the Philippines
Congress of the Philippines
Metro Manila

First Regular Session

Begun and held in Metro Manila, on Monday, the twenty-seventh day of July, nineteen hundred and eighty-seven.

[REPUBLIC ACT No. 6648]

AN ACT TO RATIONALIZE THE COMPENSATION STRUCTURE OF MEMBERS AND CIVILIAN EMPLOYEES OF THE INTEGRATED NATIONAL POLICE IN THE ACTIVE SERVICE, APPROPRIATING FUNDS THEREFOR

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

SECTION 1. *Title.* — This Act shall be known as the “INP Compensation Structure Act of 1987”.

SEC. 2. *Coverage.* — This Act shall apply to all uniformed members of the Integrated National Police in the active service. Whenever grades are mentioned in this Act, the same shall mean also equivalent grades in the Fire Services.

SEC. 3. *Pay Scale.* — The monthly base pay of uniformed members of the Integrated National Police in the active service shall be as follows:

<i>Grades</i>	<i>Monthly Base Pay</i>
Major General	P 8,000.00
Brigadier General	7,500.00
Colonel	6,000.00



Lieutenant Colonel	P 5,500.00
Major	5,000.00
Captain	4,000.00
Lieutenant	3,500.00
Cadet	2,400.00
Sergeant	2,400.00
Corporal	1,800.00
Patrolman First Class	1,300.00
Patrolman	1,000.00

SEC. 4. *Adjustment of Base Pay Rates.* — The adjustment of the monthly base pay of any uniformed member of the Integrated National Police in accordance with the preceding section shall be governed by the following guidelines:

a. When the monthly base pay received by an INP member prior to the effectivity of this Act is higher than that prescribed herein for the same grade, the former rate shall continue to be received by him as long as he holds the same grade.

b. When any member is promoted, he shall receive the base pay rate for his new grade, unless the base pay he received prior to the effectivity of this Act is higher than the base pay rate for his new grade, in which case he shall continue to receive his base pay when promoted.

c. When any member is demoted for cause, he shall receive the base pay rate corresponding to the base pay rate prescribed for his new grade.

d. Municipalities and cities capable of increasing the current gross pay of Cadet, Sergeant, Corporal, Patrolman First Class and Patrolman Fireman are hereby authorized to grant allowances.

SEC. 5. *Longevity Pay.* — Uniformed members of the


government as may be established pursuant to the studies being conducted by the Department of Budget and Management which shall be completed not later than March 31, 1988.

SEC. 8. *Funding Sources.* — This compensation adjustment shall be funded from the Compensation and Organizational Adjustment Fund, the Contingent Fund, and other savings under Executive Order No. 87, otherwise known as the General Appropriations Act for Fiscal Year 1987, or from any unappropriated funds of the National Treasury; *Provided,* That the corresponding amount for the new compensation structure will be included in the annual General Appropriations Act for the INP Budget for the succeeding years.

SEC. 9. *Repealing Clause.* — All presidential decrees, executive orders, letters of instructions, laws or parts thereof which are inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 10. *Effectivity.* — This Act shall take effect as of December 1, 1987.

Approved,

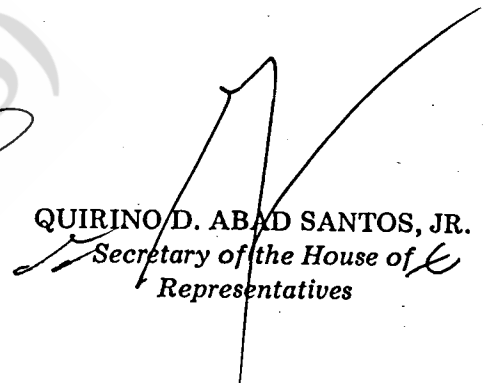

JOVITO R. SALONGA
President of the Senate

RAMON V. MITRA
Speaker of the House of Representatives


This Act which originated in the House of Representatives was finally passed by the Senate and the House of

Representatives on January 27, 1988 and January 28, 1988, respectively.


ERIBERTO M. BERNAL
Secretary of the Senate


QUIRINO D. ABAD SANTOS, JR.
Secretary of the House of Representatives

Approved: February 6, 1988


CORAZON C. AQUINO
President of the Philippines

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Integrated National Police in the active service shall receive, in addition to their monthly base pay, longevity pay equivalent to ten *per centum* of their monthly base pay prescribed for the grade for each five years of satisfactory, faithful and efficient service heretofore or hereafter rendered as officer, non-officer and/or cadet of the Integrated National Police, such additional pay to be compounded every five years: *Provided*, That the total amount of longevity pay shall not exceed fifty *per centum* of the uniformed members' monthly base pay as prescribed by law; *Provided, further*, That services as cadet in the Philippine National Police Academy shall be limited to a maximum of two years only regardless of length of stay in the Academy; *Provided, furthermore*, That nothing in this section shall be construed as authorizing the payment of any back longevity pay for any period of services heretofore rendered.

SEC. 6. *Allowances.* — The Director General of the Integrated National Police shall, subject to the approval of the National Police Commission, determine and prescribe reasonable allowances for the uniformed members of the Integrated National Police in the active service, such as, but not limited to, subsistence, quarters, hazard, clothing, cost of living allowances and other allowances enjoyed by the members of the Armed Forces of the Philippines in order to improve the morale and effectiveness of a well-disciplined law enforcement force. Provincial, city and municipal governments may grant such other allowances to INP members or INP units to enhance their efficiency and effectiveness in law enforcement: *Provided*, That such grant is over and above the 18% city/municipal contribution as required under Presidential Decree No. 632.

SEC. 7. *Civilian Employees.* — Effective December 1, 1987, all regular and permanent civilian employees of the Integrated National Police shall have a minimum base pay of One thousand pesos a month, subject to the rationalized compensation and position classification plan of the national

